

## Nicholas A. Hays

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### ACADEMIC POSITIONS

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<b>Michigan State University, Broad College of Business</b> Assistant Professor	2014-present East Lansing, MI
<b>New York University, Stern School of Business</b> Visiting Assistant Professor	2012-2014 New York, NY

### EDUCATION

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<b>University of California, Los Angeles</b> Ph.D., Management (Area: Organizational Behavior)	2012 Los Angeles, CA
<b>University of Pennsylvania</b> B.A., Psychology (with honors), The College of Arts and Sciences B.S., Economics, The Wharton School <i>Summa cum laude</i>	2000 Philadelphia, PA

### PUBLICATIONS

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- Hays, N. A., & Bendersky, C. (2015). Not at all inequality is created equal: Effects of status versus power hierarchies on competition for upward mobility. *Journal of Personality and Social Psychology*, 108(6), 867-882.
- Hays, N. A., & Goldstein, N. J. (2015). Power and legitimacy influence conformity. *Journal of Experimental Social Psychology*, 60, 17-26.
- Hays, N. A. (2013). Fear and loving in social hierarchy: Sex differences in preferences for power and status. *Journal of Experimental Social Psychology*, 49(6), 1130-1136.
- Bendersky, C., & Hays, N. A. (2012). Status conflict in groups. *Organization Science*, 23(2), 323-340.  
Awarded IACM Best Theoretical Conference Paper, 2008.
- Goldstein, N. J., & Hays, N. A. (2011). Illusory Power Transference: The Vicarious Experience of Power. *Administrative Science Quarterly*, 56(4), 593-621.  
Featured in the May 2013 issue of *Harvard Business Review*.

## MANUSCRIPTS UNDER REVIEW

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Hays, N. A., & Blader, S. L. To give or not to give? Effects of status and legitimacy on generosity. Revise and resubmit at *Journal of Personality and Social Psychology*.

Hays, N. A., & Goldstein, N. J. The chance to cheat: Opportunities for unethical behavior create a thirst for power. Revise and resubmit at *Academy of Management Journal*.

Bendersky, C., & Hays, N. A. Status conflict and congruence: The effects of status conflicts in groups where members perceive status hierarchies differently. Under review at *Academy of Management Journal*.  
Awarded IACM Best Empirical Conference Paper, 2013.

## MANUSCRIPTS IN PREPARATION

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Hays, N. A., Lee, A. J., Blader, S. L., & Galinsky, A. D. The social integration theory of status in organizations.

Hays, N. A., & Greer, L. L. Satiability of power and status.

## RESEARCH IN PROGRESS

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Hays, N. A., & Galinsky, A. D. Effect of celebrity inequality on music group viability.

Hays, N. A., Heller, D., & Blader, S. L., Effect of power on justice type preferences.

Hays, N. A., Lee, A. J., Blader, S. L., & Galinsky, A. D. Hormonal effects of power and status.

Hays, N. A., Licht, J.-G., & Leroy, S. Effects of power and status on unethical decision-making in service of self and others.

Hays, N. A., Smith, P. K., & Goldstein, N. J. Distinguishing power and power motivation.

Bendersky, C., & Hays, N. A. Effects of integrating new members into existing status hierarchies.

Goldstein, N. J., & Hays, N. A. Effects of norm saturation on conformity.

Lee, A. J., Hays, N. A., Kuwabara, K., & Galinsky, A. D. Cultural preferences for power and status.

Pettit, N. C., Hays, N. A., & Perry, P. O. Naturally occurring hierarchy shapes.

Schaumberg, R. & Hays, N. A. Moral philosophy and divergent versus convergent creativity.

Yu, A., & Hays, N. A. Organizational power and status scale development.

## OTHER PUBLICATIONS

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Zabors, R. T., Sheridan, S., & Hays, N. A. (2006). One plan, many pieces. *Electric Perspectives*, 31, 52.

## CONFERENCE PRESENTATIONS

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Hays, N. A., & Bendersky, C. (August 2015). Not at all inequality is created equal: Effects of status versus power hierarchies on competition for upward mobility. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.

Hays, N. A., & Blader, S. L. (August 2015). To give or not to give? Effects of status and legitimacy on generosity. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.

Bendersky, C., & Hays, N. A. (August 2015). Status conflict and alignment: The effects of status conflicts in groups where members perceive status hierarchies differently. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.

Hays, N. A., & Goldstein, N. J. (August 2014). Power and legitimacy: The moderating effect of legitimacy on conformity. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Hays, N. A., & Blader, S. L. (August 2014). To give or not to give? Effects of status and legitimacy on generosity. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Hays, N. A., & Bendersky, C. (May 2014). Not at all inequalities are created equal: The effects of status and power inequality on competition. Paper presented at the annual meeting of Society for Industrial and Organizational Psychology, Honolulu, HI.

Hays, N. A. (August 2013). Fear and loving in social hierarchy: Differential preferences for power and status. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

Hays, N. A., & Bendersky, C. (July 2013). Not at all inequalities are created equal: The effects of status and power inequality on competition. Paper presented at the annual meeting of INGRoup, Atlanta, GA.

Bendersky, C., & Hays, N. A. (July 2013) When status conflicts harm and help group performance: Considering the (in)congruence of latent and manifest status conflicts. Paper presented at the annual meeting of the International Association of Conflict Management, Tacoma, WA.

Hays, N. A., & Bendersky, C. (August 2012). Status tournaments: The effect of hierarchy dispersion on status challenges. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

- Bendersky, C., & Hays, N. A. (July 2012). The destabilization of group status hierarchies: Interactive effects of status conflict and hierarchy legitimacy. Paper presented at the annual meeting of the International Association of Conflict Management, Cape Town, South Africa.
- Hays, N. A., & Goldstein, N. J. (January 2012). Power and legitimacy: The moderating effect of legitimacy on conformity. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Hays, N. A., & Bendersky, C. (July 2011). Antecedents of status challenges. Paper presented at the annual meeting of the International Association of Conflict Management, Istanbul, Turkey.
- Hays, N. A. (January 2011). Climbing the ladder one rung at a time: Competing effects of status distance on status challenges. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Hays, N. A., & Bendersky, C. (July 2010). Antecedents of status seeking. Paper presented at the annual meeting of INGRoup, Washington, DC.
- Bendersky, C., & Hays, N. A. (June 2010). Status deconstruction theory: Status conflict's destabilization of group status hierarchies. Paper presented at the annual meeting of the International Association of Conflict Management, Cambridge, MA.
- Hays, N. A., & Goldstein, N. J. (January, 2010). Power by association: The vicarious experience of power. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
- Hays, N. A. (August, 2009). Positive deviance: Encouraging pro-social non-conformity in the workplace. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Bendersky, C., & Hays, N. A. (July, 2008). The fourth dimension: Status conflicts in groups. Paper presented at the annual meeting of the International Association of Conflict Management, Chicago, IL.

## **AWARDS AND HONORS**

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International Association of Conflict Management (IACM) Best Empirical Conference Paper	July 2013
International Association of Conflict Management (IACM) Best Theoretical Conference Paper	July 2008
UCLA Dissertation-Year Fellowship	2011-2012
UCLA Anderson Graduate Fellowship	2007-2011

## PROFESSIONAL SERVICE

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Program committee member for 2014 annual meeting of the Society for Personality and Social Psychology, Austin, Texas

Program committee member for 2011 annual meeting of the International Association of Conflict Management, Istanbul, Turkey

Ad hoc reviewer for *Organization Science*, *Organizational Behavior and Human Decision Processes*, *Psychological Science*, *Social Psychology*

## PROFESSIONAL AFFILIATIONS

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Academy of Management  
American Psychological Association

Int'l Association of Conflict Management  
Society for Personality and Social Psychology

## TEACHING EXPERIENCE

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Organizational Leadership	Fall 2014
Management Capstone	Fall 2014
Management & Organizations	Spring 2013; Fall 2013

Additional teaching assistant experience: Persuasive Communication, Managing and Leading Organizations, and Leadership Foundations

## OTHER PROFESSIONAL EXPERIENCE

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Independent consultant	2006-2007
Bridge Strategy Group, consultant	2003-2006
Expanets, analyst	2001-2003
Booz Allen Hamilton, consultant	2000-2001